



How are you really doing?

Stress, Mental Health & Self-Care for Higher Education Professionals

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Let's talk about mental health ...

The Big 9 Workplace Stats of 2017*

1. One in four (1/4) Americans say work is a key source of anxiety
2. Depression significantly cuts productivity at work ("Presenteeism vs. Absenteeism")
3. Half (1/2) of employees with anxiety report it interferes with coworker relationships
4. Only one in four (1/4) employees with anxiety inform their employers
5. Depression costs employers more than any other identified health conditions



2017 Workplace Stats Continued

6. Approximately 4% of employees have ADHD, though most are undiagnosed or undisclosed
7. Employees with Depression lose an average of 27 work days per year as a result of the condition
8. Four out of five (4/5) employees surveyed nationally in 2016 reported poor work/life balance
9. ***80% of employees who received treatment for mental health conditions report improved quality of life in the workplace and in general***

*Statistics compiled from IPSIS, ADAA, SAMHSA, CWMH

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Some of us have mental health conditions. ALL OF US HAVE STRESS!

Stress can:

- Exacerbate or instigate mental health symptoms that might otherwise be manageable
- Lead to significant likelihood of overall health deterioration
- Influence challenges in relationships, workplace difficulties
- Decrease quality of life overall



Holmes & Rahe Stress Scale

Stress has been researched for decades and here's our favorite inventory for self-evaluation: THE HOLMES & RAHE STRESS SCALE which uses "life change units"

We'll take a few minutes for this exercise

Please begin by scoring each line item with the stated score or with "/"

- Once done, feel free to use your phones for calculators
- With your final score, please review the back page

Audience feedback? I'll share mine if you share yours ...



Balancing Self with Stress in Mind

- ▶ Self-awareness is key – if you take a few moments each day to assess your stress feelings & experiences, you're much more likely to be effective at managing your environment and your self
- ▶ Pay attention to your “tells” or “signals”
 - ▶ *What do you notice that you do when you're stressed?*
 - ▶ *What do you notice that you STOP doing when you're stressed?*
- ▶ What might your closest family, friends & colleagues suggest are your stress signals? *Any volunteers?*

So we know we're stressed. Now what?

Basics of Self-Care & Stress Management (per the experts): EATING RIGHT

- ❖ What we THINK is our “stress food” and the reality of “stress eating” actually contributes to worsening stress levels ... try to avoid:
 - Caffeine
 - Alcohol
 - Saturated Fats
 - Simple Carbohydrates

- ❖ Look for ways to get more of the following, per nutritionists via WA EAP resources:
 - Folic Acid
 - Vitamins B6, B12, C
 - Magnesium
 - Whole Grains

Sleep, the other basic need ...

Basics of Self-Care & Stress Management (per the experts): Sleep Hygiene

Effects of sleep deprivation include:

- *Irritability
- *Poor Concentration
- *Lack of Energy
- *Restlessness
- *Substance Use/Abuse
- *Lack of Motivation
- *Attention Deficiencies
- *Higher Blood Pressure
- *Increased Headaches
- *Immune System Deterioration
- *Anxiety
- *Depression
- *Fatigue
- *Weight Gain
- *Weight Loss

What might these effects look like?



Beyond the Basics:

- ▶ Physical activities
- ▶ Relaxation
- ▶ Social support & connections
- ▶ FUN

What does this group do for self-care now?

Can anyone share a self-care tip they're planning to start soon?

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Easy to talk about, HARD TO DO!

Why don't we engage in self-care?

- ❖ Time
- ❖ Money
- ❖ Feels too self-indulgent
- ❖ Don't know what to do
- ❖ Don't know where to start ...

Let's Define Self-Care:

Self-Care Definition:

"Self-care is considered in terms of self-awareness and self-regulation in the service of balancing these factors: our psychological, physical & spiritual needs; connection between ourselves and others; and our personal and professional lives."

- e-psychologist.org

Self-care is NOT:

- Selfish
- Self-Absorbed
- Over-Indulgent



... In fact, these patterns or traits are more likely to come up when self-care is lacking!

The Wellness Wheel

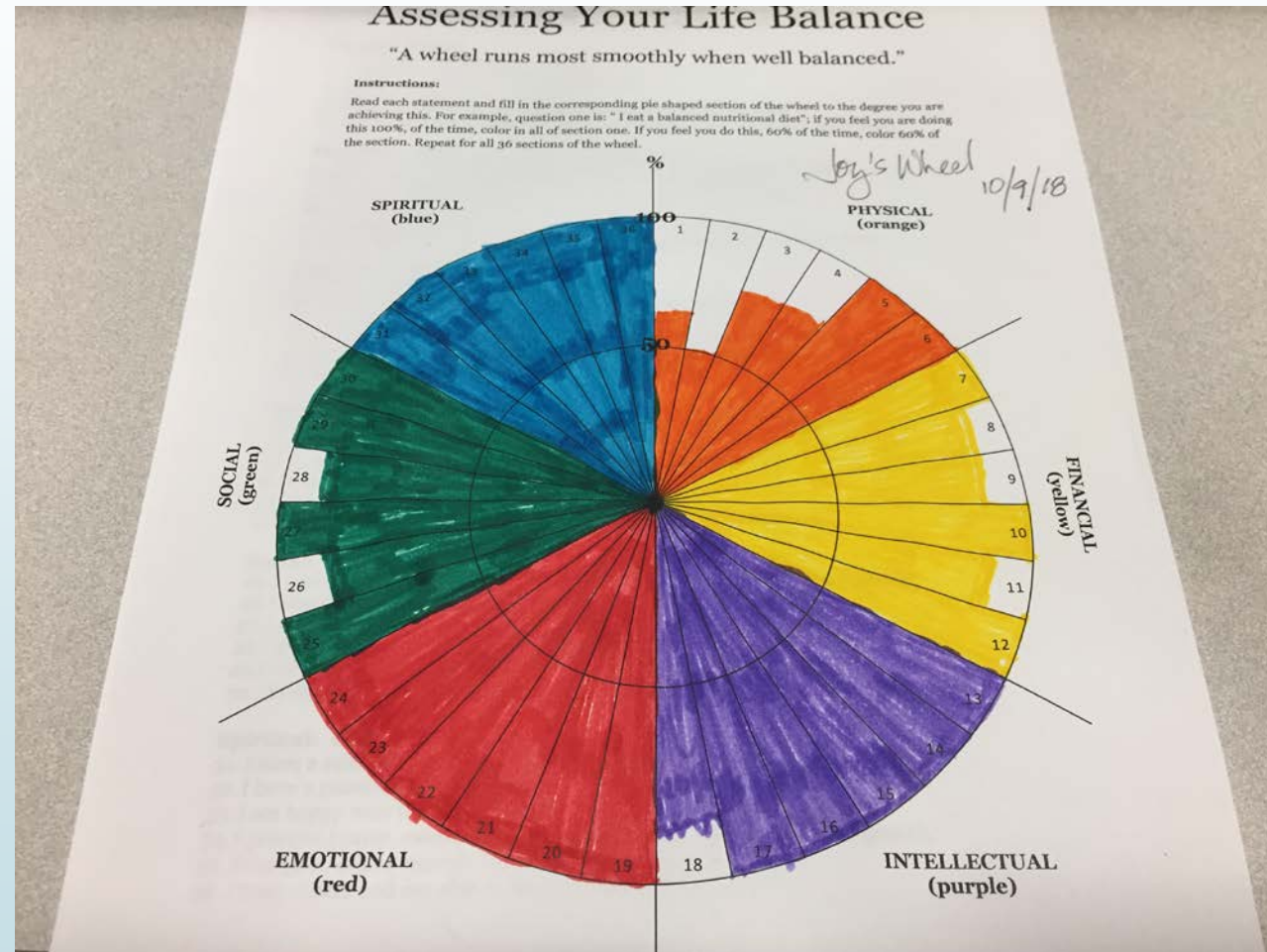




What does your wheel look like?

- Packets are coming around
- Grab 6 different-color markers/crayons/colored pencils
- Get to work! (Instructions)
- If time allows, start working on your plan!

Joy's Wheel ...





Beyond Stressed ... Mental Health

- ▶ For anyone having serious difficulties with some of the symptoms or side effects of stress that seem excessive, even with all of what we've covered, PLEASE CONSIDER SEEKING MENTAL HEALTH SERVICES!
- ▶ Most Higher Education settings have EAP services ... does yours?
- ▶ Attending to mental health and general self-care are one & the same. Some need a little more than self-care. Mental Health Professionals can give the support that we can't give ourselves.



Taking Care of Yourself in General:

- ▶ Commit to following through: use your wheel & your plan!
- ▶ Consider your workspace:
 - ▶ Do you like your space?
 - ▶ Do you have connections with your team?
 - ▶ Do your colleagues & supervisor know when you're stressed and/or in need of support?
- ▶ Know your resources:
 - ▶ Workplace – benefits?
 - ▶ Personal Supports
 - ▶ Professional Supports



Thank you for your time!



You gotta
Nourish
to
Flourish

